

Diversity and Inclusion at the CIA

OUR PEOPLE ARE WHAT MAKE THIS AGENCY GREAT.

“ Our nation derives strength from the diversity of its population and from its commitment to equal opportunity for all. We are at our best when we draw on the talents of all parts of our society, and our greatest accomplishments are achieved when diverse perspectives are brought to bear to overcome our greatest challenges. ”

– Presidential Executive Order 13583

“ We need a work force with a broad range of ethnic and cultural backgrounds, language expertise and educational and life experiences to ensure diversity of thought and to operate effectively worldwide. ... But hiring a diverse work force is not enough – we will not reap the benefits of that diversity unless we also foster a culture of inclusion. Engaged employees are not only more productive, they also bring the full range of views, ideas and talents of our dedicated work force to our vital mission. ... And we are fortunate that our nation offers such a tremendous variety of talented women and men – the first requirement of a truly global intelligence service. ”

– Director, Central Intelligence Agency

ADVANCING THE GLOBAL MISSION

In order for the CIA to meet our mission of protecting our national security interests, we need to employ a work force as diverse as America itself – the most diverse nation on earth. Diversity reflects the unique ways we vary as Intelligence Officers – our nationality, race, ethnicity, gender, age, language, culture, sexual orientation, education, values, beliefs, abilities and disabilities. These assorted attributes create different demographic, functional and intellectual views, which are so vital to our innovation, agility, collection and analysis.

At the CIA, we are dedicated to promoting the critical diversity our mission demands. By assembling an organization comprised of smart, focused people from a myriad of occupations and cultures, and who have a wide variety of abilities and experiences, we produce a dynamic work force with unlimited potential. Our diversity expands and enriches our perspective, strengthening our ability to look deeper and understand more. By leveraging the strengths of every individual and fostering an inclusive environment, we are getting the very best that our work force has to offer, which allows us to successfully meet the intelligence challenges of today – and tomorrow.

ATTRACTING DIVERSE TALENT

The CIA is dedicated to building a world-class, high-performing and diverse work force that allows us to meet the increasing threats and challenges to our nation. Building a diverse and inclusive work force begins with robust outreach and recruitment strategies that reach a wide spectrum of the population. We focus on strengthening relations with:

- colleges and universities,
- diverse professional organizations,
- heritage-based groups and
- minority-serving institutions from across the country.

Engagement with these groups raises awareness and understanding about the CIA's work and expands sources of mission-critical talent.



INSTILLING INCLUSIVE WORK PRACTICES

The CIA fosters a culture of inclusion so that we can fully leverage our talented and dedicated work force, ensuring every Officer's views are heard and that their ideas and skills are given due consideration. The Agency strives to make our workplace accessible to all employees to allow them to contribute in the fullest ways possible. The Agency offers a wide range of reasonable accommodations for our employees with disabilities so that every Officer is able to contribute his or her courage, insight and knowledge to our mission without distraction or uncertainty.

Employee Resource Groups (ERGs), traditionally known as Affinity Groups, play an important role in creating a positive and inclusive workplace. ERGs identify and inform leadership of important trends in diversity and inclusion; they help the CIA work through challenges, some shared and some unique to individual groups, that are closely tied to employee engagement, career advancement and retention; and they help facilitate professional development through mentoring, seminars, brown-bag discussions and informal interactions with more experienced Intelligence Officers.



The following ERGs are open to all staff employees at the CIA:

- Agency Network of Gay, Lesbian, Bisexual, and Transgender Officers and Allies (ANGLE)
- American Veterans Employee Resource Group (AVERG)
- Asian Pacific American Organization (APAO)
- Black Executive Board (BEB)
- Blacks In Government (BIG) UMOJA Chapter
- Deaf and Hard of Hearing Advisory Council (DHHAC)
- Directorate of Intelligence African American Careerists (DIAAC)
- Directorate of Intelligence Women's Council (DIWC)
- Directorate of Science & Technology Women's Council (DS&TWC)
- disAbility Advisory Panel (DAP)
- Hispanic Advisory Council (HAC)
- Native American Council (NAC)
- National Clandestine Service Women's Council (NCSWC)
- Near East Affinity Group (NEAG)
- The Network (for the CIA's early- to mid-career professionals)
- Senior Intelligence Service (SIS) Women's Council (SISWC)
- South Asia Leadership and Advisory Membership (SALAAM)
- The Multicultural Inclusion Exchange (The MIX)

The CIA is America's premier intelligence agency and is committed to building and maintaining a work force as diverse as the nation it serves.

*An equal opportunity employer
and a drug-free work force.*



THE WORK OF A NATION.
THE CENTER OF INTELLIGENCE.

For additional information and to apply, visit:
www.cia.gov